

## **Employee Purchase of Retirement Service**

The attached Tables have been developed by our Retirement System actuary for use in computing the cost of purchase of service credit under Section 37-43(e) of the City Code. That is the new section that allows employees to purchase service credit for time they worked for the City but were not in the City's retirement system. Up to four (4) years of active duty military service can also be purchased.

There are three (3) Tables:

- Table 1 – Public Safety Employees
- Table 2 – General Employees Hired After June 30, 1980
- Table 3 – General Employees Hired Before July 1, 1980

To assist eligible employee compute the cost of service credit purchase we have included the following simple example. We have also included what we believe will be common questions with answers.

### **An Example**

Employee Davie Jones has one (1) year of Special Project employment that he would like to purchase. To find the cost, Mr. Jones a General Employee who is 50 years old with 21 years of credit in the retirement system:

- 1- Determines the **correct chart**, TABLE 3 – General employees Hired Before July 1, 1980
- 2- Finds his **age 50** on the column Age Last Birthday
- 3- Moves over the row Completed Years of ERS Credited Service until he reaches **21**
- 4- Finds the applicable percentage where the two intercept – **15%**
- 5- Multiplies 15% by his annual salary of \$30,000, which results in a total cost of \$4,500 to purchase the year of Special Project time.
- 6- If Mr. Jones desires to pay this off over time he will be allowed the same period to pay it off as he is purchasing, i.e., one-year. With \$4,500 divided by 24 paydays, Mr. Jones will be paying \$187.50 each payday for a year. This payment will be non-taxable to Mr. Jones.

### **Questions and Answers Regarding Purchase of Service**

**Q. Who is eligible?**

- A.** Any member in service who has completed five (5) or more years of creditable service with
- Periods of full time employment under a program excluded from receiving retirement service credit.
  - Active Duty Military Service Time (DD214 must accompany the request)
  - Loss Portability Service Time

**Q. Is there a maximum number of years an employee may purchase?**

- A.** Yes. Military service and portability service is limited to four (4) years (not to exceed 35 years of service for general employees and 65% of average final compensation (AFC) for public safety employees).

All other purchase of service credit is limited to the period or periods of full time employment completed under a program, which did not include retirement service credit (not to exceed 35 years of service for general employees and 65% of AFC (26 years) for public safety employees).

**Q. Can purchase of service exceed service caps?**

- A.** No. Police Officer Johnny Law has 23 years of creditable service. He intends to purchase 4 years of military service. Officer Law can only purchase 3 years of military service for a total of 26 years (23 years creditable service plus 3 years military service) hence, four years of military service plus 23 years of creditable service would exceed the cap of 65% (26 years) of AFC.

Employee Jane Doe has 35 years of creditable service. She intends to purchase 1 year of special revenue service. Jane Doe cannot purchase the year of special revenue service because she would exceed the cap of 35 years of service.

**Q. Will purchase of service increase annual leave or adjust my longevity date?**

- A.** No. Purchase of service time applies to *retirement eligibility* only.

**Q. After purchasing prior service, when can I retire?**

- A.** Purchase of prior service must be completed at least 60 days prior to retirement. For example, an employee plans to retire July 1, 2002, purchase of service must be completed by May 1, 2002.

**Q. Who compiled the data in the tables?**

- A.** The Retirement System's actuary, Buck Consultants, developed the tables used to determine the cost of service credit purchased. Factors used by the actuary to determine the applicable percentages are as follows:

- Age
- Years of creditable service
- *Mortality table (length of time employee is expected to receive benefit)*
- *Employee Benefit Accrual Rate (the rate at which you are earning your benefits)*
  - 2.5% - public safety employees,
  - 2% - general employees hired before 7/1/1980
  - 1.75% - general employees hired after 7/1/1980

**Q. How did Buck Consultants come up with the actual percentages?**

- A.** Buck Consultants used the same assumptions (like the assumed rate of return on investments) that are used for the entire retirement system. The assumptions are set by the Retirement Board of Trustees.

**Q. Why must my current salary be used to figure the cost of prior service?**

- A.** Current salary is used because your retirement is figured on an average of your highest three years of service.

**Q. How do I know if service credit purchase is the right thing for me to do?**

- A.** There is no right or wrong answers to this question. Since each eligible employee has a different set of circumstances such as age, salary, current service credit, amount of service credit to be purchased, life goals, desired retirement age, retirement savings and investments, each employee's decision will be unique. Use of a certified financial planner or your accountant might be helpful in making your decision.

**Q. What methods of payment can be used to purchase prior service?**

**A.** Purchase of service may be made in a lump sum or by payroll deduction in equal installments over a period not to exceed the service credit being purchased. For example, 2 years of service must be paid for in 2 years etc...

**Q. Can I use money in my deferred compensation account to purchase service credit?**

**A.** In accordance with The Economic Growth and Tax Relief Reconciliation Act of 2001 employees may, after January 1, 2002, use funds in their deferred compensation account to purchase service credit.

**Q. How do I apply?**

**A.** Contact or visit the retirement office to receive the necessary forms. Retirement office is located in room 309 of the City Hall Building, or call 664-4738.

**Q. What would be the earliest date that I could apply to purchase service?**

**A.** You can make immediate application at the Retirement office by appointment.

**Q. When would the earliest payroll deduction become effective?**

**A.** October 31, 2001.

**Q. What will happen if my employment or service purchase deduction terminates?**

**A.** If your employment with the City of Norfolk terminates or your payroll deduction ceases, you will receive credit for the fractional service time purchased. Termination of the service buy back deduction before the final payment, regardless of the circumstance(s), will require the completion of a new application to purchase additional service.

**Employees' Retirement System of the City of Norfolk**

**PURCHASE OF SERVICE CREDIT UNDER SECTION 37-43(e)**

**TABLE 1 - PUBLIC SAFETY EMPLOYEES**

Member's cost as percentage of annual pay to purchase one year of additional service credit.

Age Last Birthday	Complete Years of ERS Credited Service																				
	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
20	25.1%																				
21	24.5%	25.1%																			
22	23.9%	24.5%	25.1%																		
23	23.3%	23.9%	24.6%	25.2%																	
24	22.7%	23.4%	24.0%	24.6%	25.2%																
25	22.1%	22.8%	23.4%	24.1%	24.7%	25.3%															
26	21.5%	22.2%	22.9%	23.5%	24.2%	24.8%	25.4%														
27	20.9%	21.6%	22.3%	23.0%	23.7%	24.3%	24.9%	25.6%													
28	20.3%	21.0%	21.7%	22.4%	23.1%	23.8%	24.5%	25.1%	25.7%												
29	19.7%	20.4%	21.2%	21.9%	22.6%	23.3%	24.0%	24.6%	25.3%	25.9%											
30	19.1%	19.8%	20.6%	21.3%	22.1%	22.8%	23.5%	24.2%	24.8%	25.5%	26.1%										
31	18.5%	19.2%	20.0%	20.8%	21.5%	22.3%	23.0%	23.7%	24.4%	25.1%	25.7%	26.4%									
32	17.9%	18.6%	19.4%	20.2%	21.0%	21.7%	22.5%	23.2%	23.9%	24.6%	25.3%	26.0%	26.6%								
33	17.3%	18.1%	18.8%	19.6%	20.4%	21.2%	22.0%	22.7%	23.5%	24.2%	24.9%	25.6%	26.3%	26.9%							
34	16.7%	17.5%	18.3%	19.1%	19.9%	20.7%	21.5%	22.2%	23.0%	23.8%	24.5%	25.2%	25.9%	26.6%	27.2%						
35	16.1%	16.9%	17.7%	18.5%	19.3%	20.1%	20.9%	21.7%	22.5%	23.3%	24.1%	24.8%	25.5%	26.2%	26.9%	27.6%					
36	16.4%	16.4%	17.2%	18.0%	18.8%	19.6%	20.4%	21.2%	22.0%	22.8%	23.6%	24.4%	25.2%	25.9%	26.6%	27.3%	28.0%				
37	16.6%	16.6%	16.6%	17.4%	18.2%	19.1%	19.9%	20.7%	21.6%	22.4%	23.2%	24.0%	24.8%	25.5%	26.3%	27.0%	27.7%	28.4%			
38	16.9%	16.9%	16.9%	16.9%	17.7%	18.5%	19.4%	20.2%	21.1%	21.9%	22.7%	23.6%	24.4%	25.2%	25.9%	26.7%	27.4%	28.2%	28.9%		
39	17.2%	17.2%	17.2%	17.2%	17.2%	18.0%	18.8%	19.7%	20.6%	21.4%	22.3%	23.1%	24.0%	24.8%	25.6%	26.4%	27.2%	27.9%	28.6%	29.3%	
40	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%	18.3%	19.2%	20.0%	20.9%	21.8%	22.7%	23.5%	24.4%	25.2%	26.1%	26.9%	27.7%	28.4%	29.2%	29.9%
41	17.8%	17.8%	17.8%	17.8%	17.8%	17.8%	17.8%	18.7%	19.5%	20.4%	21.3%	22.2%	23.1%	24.0%	24.9%	25.7%	26.6%	27.4%	28.2%	29.0%	29.7%
42	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	19.0%	19.9%	20.8%	21.8%	22.7%	23.6%	24.5%	25.4%	26.2%	27.1%	27.9%	28.8%	29.5%
43	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%	19.4%	20.4%	21.3%	22.2%	23.2%	24.1%	25.0%	25.9%	26.8%	27.7%	28.5%	29.4%
44	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.8%	20.8%	21.8%	22.7%	23.7%	24.6%	25.6%	26.5%	27.4%	28.3%	29.2%

**Employees' Retirement System of the City of Norfolk**

**PURCHASE OF SERVICE CREDIT UNDER SECTION 37-43(e)**

**TABLE 1 - PUBLIC SAFETY EMPLOYEES**

Member's cost as percentage of annual pay to purchase one year of additional service credit.

Age Last Birthday	Complete Years of ERS Credited Service																				
	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
45	19.4%	19.4%	19.4%	19.4%	19.4%	19.4%	19.4%	19.4%	19.4%	19.4%	19.4%	20.3%	21.3%	22.3%	23.2%	24.2%	25.2%	26.2%	27.1%	28.0%	29.0%
46	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	19.9%	20.9%	21.8%	22.8%	23.8%	24.8%	25.8%	26.8%	27.8%	28.7%
47	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	21.4%	22.4%	23.4%	24.4%	25.5%	26.5%	27.5%	28.5%
48	21.0%	21.0%	20.9%	21.0%	21.0%	21.0%	21.0%	20.9%	21.0%	21.0%	21.0%	21.0%	21.0%	21.0%	22.0%	23.0%	24.0%	25.1%	26.2%	27.2%	28.2%
49	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	22.6%	23.6%	24.7%	25.8%	26.9%	28.0%
50	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	23.2%	24.3%	25.4%	26.6%	27.7%
51	22.8%	22.8%	22.8%	22.9%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	22.8%	24.0%	25.1%	26.2%	27.4%
52	23.6%	23.5%	23.6%	23.6%	23.5%	23.5%	23.6%	23.6%	23.5%	23.6%	23.6%	23.5%	23.6%	23.6%	23.5%	23.5%	23.6%	23.6%	24.7%	25.8%	27.0%
53	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	24.3%	25.5%	26.6%
54	25.1%	25.0%	25.0%	25.1%	25.1%	25.1%	25.1%	25.0%	25.0%	25.1%	25.1%	25.1%	25.1%	25.0%	25.1%	25.1%	25.1%	25.1%	25.1%	25.1%	26.3%
55	25.9%	25.9%	25.9%	25.8%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%	25.9%
56	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%
57	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%
58	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%
59	24.1%	24.1%	24.0%	24.0%	24.1%	24.1%	24.1%	24.1%	24.1%	24.0%	24.1%	24.1%	24.1%	24.1%	24.1%	24.1%	24.1%	24.1%	24.1%	24.1%	24.1%
60	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%	23.6%
61	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%	23.1%
62	22.6%	22.5%	22.5%	22.5%	22.6%	22.6%	22.5%	22.5%	22.5%	22.5%	22.6%	22.6%	22.5%	22.5%	22.5%	22.6%	22.6%	22.5%	22.5%	22.5%	22.5%
63	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%
64	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%
65	21.0%	20.9%	20.9%	20.9%	21.0%	21.0%	20.9%	20.9%	20.9%	20.9%	21.0%	21.0%	20.9%	20.9%	20.9%	21.0%	21.0%	20.9%	20.9%	20.9%	20.9%
66	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%	20.4%
67	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%
68	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%
69	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%	18.7%
70	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%

**Employees' Retirement System of the City of Norfolk**

**PURCHASE OF SERVICE CREDIT UNDER SECTION 37-43(e)**

**TABLE 2 - GENERAL EMPLOYEES HIRED AFTER JUNE 30, 1980**

Member's cost as percentage of annual pay to purchase one year of additional service credit.

Age Last Birthday	Complete Years of ERS Credited Service																																	
	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34				
20	15.6%																																	
21	15.1%	15.6%																																
22	14.7%	15.1%	15.6%																															
23	14.2%	14.7%	15.2%	15.6%																														
24	13.7%	14.2%	14.7%	15.2%	15.7%																													
25	13.2%	13.8%	14.3%	14.8%	15.2%	15.7%																												
26	12.8%	13.3%	13.8%	14.3%	14.8%	15.3%	15.8%																											
27	12.3%	12.8%	13.4%	13.9%	14.4%	14.9%	15.4%	15.9%																										
28	11.9%	12.4%	12.9%	13.4%	14.0%	14.5%	15.0%	15.5%	16.0%																									
29	11.5%	12.0%	12.5%	13.0%	13.5%	14.1%	14.6%	15.1%	15.6%	16.1%																								
30	11.0%	11.6%	12.1%	12.6%	13.1%	13.7%	14.2%	14.7%	15.2%	15.7%	16.2%																							
31	10.6%	11.1%	11.7%	12.2%	12.7%	13.2%	13.8%	14.3%	14.8%	15.3%	15.8%	16.3%																						
32	10.2%	10.7%	11.3%	11.8%	12.3%	12.8%	13.4%	13.9%	14.4%	15.0%	15.5%	16.0%	16.5%																					
33	9.9%	10.4%	10.9%	11.4%	11.9%	12.4%	13.0%	13.5%	14.1%	14.6%	15.1%	15.7%	16.2%	16.7%																				
34	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%	12.6%	13.1%	13.7%	14.2%	14.8%	15.3%	15.8%	16.4%	16.9%																			
35	9.1%	9.6%	10.1%	10.6%	11.1%	11.7%	12.2%	12.7%	13.3%	13.9%	14.4%	15.0%	15.5%	16.1%	16.6%	17.1%																		
36	9.2%	9.2%	9.7%	10.3%	10.8%	11.3%	11.8%	12.4%	12.9%	13.5%	14.0%	14.6%	15.2%	15.7%	16.3%	16.8%	17.3%																	
37	9.4%	9.4%	9.4%	9.9%	10.4%	10.9%	11.5%	12.0%	12.6%	13.1%	13.7%	14.3%	14.8%	15.4%	16.0%	16.5%	17.1%	17.6%																
38	9.5%	9.5%	9.5%	9.5%	10.0%	10.6%	11.1%	11.6%	12.2%	12.8%	13.3%	13.9%	14.5%	15.1%	15.6%	16.2%	16.8%	17.3%	17.9%															
39	9.7%	9.7%	9.7%	9.7%	9.7%	10.2%	10.7%	11.3%	11.8%	12.4%	13.0%	13.5%	14.1%	14.7%	15.3%	15.9%	16.5%	17.1%	17.6%	18.2%														
40	9.9%	9.9%	9.9%	9.9%	9.9%	9.9%	10.4%	10.9%	11.5%	12.1%	12.6%	13.2%	13.8%	14.4%	15.0%	15.6%	16.2%	16.8%	17.4%	17.9%	18.5%													
41	10.1%	10.1%	10.1%	10.1%	10.1%	10.1%	10.1%	10.6%	11.1%	11.7%	12.3%	12.9%	13.4%	14.0%	14.7%	15.3%	15.9%	16.5%	17.1%	17.7%	18.3%	18.9%												
42	10.3%	10.3%	10.3%	10.3%	10.3%	10.3%	10.3%	10.3%	10.8%	11.4%	11.9%	12.5%	13.1%	13.7%	14.3%	15.0%	15.6%	16.2%	16.8%	17.4%	18.1%	18.7%	19.2%											
43	10.5%	10.5%	10.5%	10.5%	10.5%	10.5%	10.5%	10.5%	10.5%	11.0%	11.6%	12.2%	12.8%	13.4%	14.0%	14.6%	15.3%	15.9%	16.6%	17.2%	17.8%	18.4%	19.0%	19.6%										
44	10.7%	10.7%	10.7%	10.7%	10.7%	10.7%	10.7%	10.7%	10.7%	10.7%	11.3%	11.9%	12.5%	13.1%	13.7%	14.3%	15.0%	15.6%	16.3%	16.9%	17.6%	18.2%	18.8%	19.5%	20.1%									

**Employees' Retirement System of the City of Norfolk**

**PURCHASE OF SERVICE CREDIT UNDER SECTION 37-43(e)  
TABLE 2 - GENERAL EMPLOYEES HIRED AFTER JUNE 30, 1980**

Member's cost as percentage of annual pay to purchase one year of additional service credit.

Age Last Birthday	Complete Years of ERS Credited Service																																				
	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34							
45	11.0%	11.0%	11.0%	11.0%	11.0%	11.0%	11.0%	11.0%	11.0%	10.9%	11.0%	11.5%	12.1%	12.8%	13.4%	14.0%	14.7%	15.3%	16.0%	16.6%	17.3%	18.0%	18.6%	19.3%	19.9%	20.5%											
46	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.2%	11.8%	12.4%	13.1%	13.7%	14.3%	15.0%	15.7%	16.4%	17.0%	17.7%	18.4%	19.1%	19.8%	20.4%	20.4%										
47	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	11.5%	12.1%	12.8%	13.4%	14.1%	14.7%	15.4%	16.1%	16.8%	17.5%	18.2%	18.9%	19.6%	20.3%	20.3%	20.3%									
48	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	11.8%	12.4%	13.1%	13.8%	14.4%	15.1%	15.8%	16.5%	17.2%	17.9%	18.7%	19.4%	20.1%	20.1%	20.1%	20.1%									
49	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.1%	12.8%	13.5%	14.1%	14.8%	15.5%	16.2%	17.0%	17.7%	18.4%	19.2%	19.9%	19.9%	19.9%	19.9%	19.9%								
50	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	13.2%	13.8%	14.5%	15.3%	16.0%	16.7%	17.5%	18.2%	19.0%	19.7%	19.7%	19.7%	19.7%	19.7%	19.7%							
51	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	12.9%	13.6%	14.3%	15.0%	15.7%	16.5%	17.2%	18.0%	18.8%	19.5%	19.5%	19.5%	19.5%	19.5%	19.5%							
52	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	13.3%	14.0%	14.7%	15.4%	16.2%	17.0%	17.7%	18.5%	19.3%	19.3%	19.3%	19.3%	19.3%	19.3%						
53	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	13.7%	14.4%	15.1%	15.9%	16.7%	17.5%	18.3%	19.1%	19.1%	19.1%	19.1%	19.1%	19.1%						
54	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.1%	14.8%	15.6%	16.4%	17.2%	18.0%	18.8%	18.8%	18.8%	18.8%	18.8%	18.8%						
55	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	15.3%	16.1%	16.9%	17.7%	18.6%	18.6%	18.6%	18.6%	18.6%	18.6%						
56	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.8%	16.6%	17.4%	18.3%	18.3%	18.3%	18.3%	18.3%	18.3%						
57	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%	16.3%	17.1%	18.0%	18.0%	18.0%	18.0%	18.0%	18.0%						
58	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.8%	17.7%	17.7%	17.7%	17.7%	17.7%	17.7%						
59	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%	16.5%						
60	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%						
61	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%						
62	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%	16.4%						
63	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%						
64	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%	15.7%						
65	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%	15.3%						
66	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%	14.9%						
67	14.5%	14.6%	14.5%	14.5%	14.6%	14.5%	14.6%	14.5%	14.5%	14.5%	14.5%	14.6%	14.5%	14.6%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.6%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.6%	14.5%	14.5%					
68	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%	14.2%						
69	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%	13.8%						
70	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%	13.4%					

**Employees' Retirement System of the City of Norfolk**

**PURCHASE OF SERVICE CREDIT UNDER SECTION 37-43(e)**  
**TABLE 3 - GENERAL EMPLOYEES HIRED BEFORE JULY 1, 1980**

Member's cost as percentage of annual pay to purchase one year of additional service credit.

Age Last Birthday	Complete Years of ERS Credited Service														
	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
35	19.6%														
36	19.2%	19.8%													
37	18.9%	19.5%	20.1%												
38	18.5%	19.2%	19.8%	20.4%											
39	18.2%	18.8%	19.5%	20.1%	20.8%										
40	17.8%	18.5%	19.2%	19.9%	20.5%	21.2%									
41	17.5%	18.2%	18.9%	19.5%	20.2%	20.9%	21.6%								
42	17.1%	17.8%	18.5%	19.2%	19.9%	20.6%	21.3%	22.0%							
43	16.7%	17.4%	18.2%	18.9%	19.6%	20.4%	21.1%	21.8%	22.5%						
44	16.4%	17.1%	17.8%	18.6%	19.3%	20.1%	20.8%	21.5%	22.3%	23.0%					
45	16.0%	16.7%	17.5%	18.2%	19.0%	19.8%	20.5%	21.3%	22.0%	22.8%	23.5%				
46	15.7%	16.4%	17.2%	17.9%	18.7%	19.5%	20.3%	21.0%	21.8%	22.6%	23.3%	23.3%			
47	15.3%	16.1%	16.8%	17.6%	18.4%	19.2%	20.0%	20.8%	21.6%	22.4%	23.1%	23.2%	23.2%		
48	15.0%	15.7%	16.5%	17.3%	18.1%	18.9%	19.7%	20.5%	21.3%	22.2%	23.0%	23.0%	23.0%	23.0%	
49	14.6%	15.4%	16.2%	16.9%	17.7%	18.6%	19.4%	20.2%	21.1%	21.9%	22.8%	22.8%	22.8%	22.8%	22.8%
50	14.3%	15.0%	15.8%	16.6%	17.4%	18.3%	19.1%	19.9%	20.8%	21.7%	22.6%	22.6%	22.6%	22.6%	22.6%
51	14.7%	14.7%	15.5%	16.3%	17.1%	18.0%	18.8%	19.7%	20.5%	21.4%	22.3%	22.3%	22.3%	22.3%	22.3%
52	15.1%	15.1%	15.1%	16.0%	16.8%	17.6%	18.5%	19.4%	20.3%	21.2%	22.1%	22.1%	22.1%	22.1%	22.1%
53	15.6%	15.6%	15.6%	15.6%	16.5%	17.3%	18.2%	19.1%	20.0%	20.9%	21.8%	21.8%	21.8%	21.8%	21.8%
54	16.1%	16.1%	16.1%	16.1%	16.1%	17.0%	17.8%	18.7%	19.7%	20.6%	21.5%	21.5%	21.5%	21.5%	21.5%
55	16.6%	16.6%	16.6%	16.6%	16.6%	16.6%	17.5%	18.4%	19.3%	20.3%	21.2%	21.2%	21.2%	21.2%	21.2%
56	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	17.1%	18.0%	19.0%	19.9%	20.9%	20.9%	20.9%	20.9%	20.9%
57	17.7%	17.7%	17.7%	17.7%	17.7%	17.7%	17.7%	17.7%	18.6%	19.6%	20.6%	20.6%	20.6%	20.6%	20.6%
58	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	18.2%	19.2%	20.2%	20.2%	20.2%	20.2%	20.2%
59	18.9%	18.9%	18.9%	18.9%	18.9%	18.9%	18.9%	18.9%	18.9%	18.9%	19.9%	19.9%	19.9%	19.9%	19.9%



**PURCHASE OF SERVICE CREDIT UNDER SECTION 37-43(e)**  
**TABLE 3 - GENERAL EMPLOYEES HIRED BEFORE JULY 1, 1980**

[illegible]